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ABSTRACT

A survey was made in 1969 through interviews and questionnaires administered to hospital personnel directors to give health planners an indication of the health manpower needs and the existing hospital based or affiliated training programs. Areas of concern were accreditation, medical school affiliation, training programs, nursing home affiliations, and hospital personnel. The major conclusion was that there are definite manpower shortages in the 33 hospitals in Region 3. Suggested actions would be to hold meetings of hospital administrators, educational institutions, governmental manpower programs, and the New Jersey Health Careers Service to discuss means of meeting this need and to work out a plan of action. (MS)

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MANPOWER AND TRAINING SURVEY

of

HOSPITALS IN REGION 3, NEW JERSEY

HOSPITAL AND HEALTH COUNCIL OF METROPOLITAN NEW JERSEY, INC.
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HOSPITAL AND HEALTH PLANNING COUNCIL
OF METROPOLITAN NEW JERSEY, INC.
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EXECUTIVE DIRECTOR

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May 12, 1970

The Hospital and Health Council of Metropolitan New Jersey, Inc. the comprehensive health planning agency for Region 3, has just completed a "Manpower Training Survey of Region 3 Hospitals". This survey was designed to give people concerned with the field of health manpower a picture of the existing training programs in hospitals and of the manpower needs. It is hoped that this survey will assist individuals and/or agencies developing manpower training.

If you have any questions or if you wish additional copies of the survey, please contact Mr. Martin Parker at the Council's offices.

Very truly yours,

Henry M. Kennedy
President

HMK/f

MANPOWER AND TRAINING SURVEY

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HOSPITALS IN REGION 3, NEW JERSEY

INTRODUCTION

The Manpower and Training Survey of Hospitals in Region 3, New Jersey was initiated by the Hospital and Health Council of Metropolitan New Jersey, Inc. at the request of several state and local agencies interested in the area of health manpower. It was done to give both health planners and individuals concerned with developing training programs an indication of the health manpower needs and the existing hospital-based or -affiliated training programs. The survey was begun in the spring of 1969 and the last questionnaire was returned to the Council in the late fall of 1969. The period until publication was used for analysis, synthesis and interpretation of the data.

The method used in this survey was the interview-questionnaire method. After the questionnaire was prepared, each one of the hospital administrators in Region 3 was contacted. Either with the administrator's consent or through his office, an interview was scheduled with the hospital's personnel director to explain the purpose of the survey and to answer any questions. Prior to the interview, copies of the questionnaire were sent to the personnel director so that he would have time to study the survey and to formulate any questions that he might have.

After the interview, the personnel director was to complete the questionnaire and return it to the Council. Throughout this period Council staff was available to answer any questions.

As can be seen in the opening paragraph, there was some delay in the return of certain questionnaires. There were many reasons for the delay in the return, some of which were: the length of the questionnaire (23 pages);the number of duties assigned to the personnel director or other responsible person; the fact that there were other manpower surveys in addition to the Council's in the area at the same time; and changes of some personnel directors during the time of the survey.

In the hospital personnel section of the survey it should be noted that the sum of the full-time personnel, full-time equivalents of the part-time personnel and the positions vacant may not equal the number of positions authorized. This is due to the fact that certain hospitals are currently employing part-time personnel whom they would like to replace with full-time personnel. Thus when the hospital employs a full-time person in a certain job, the number of positions vacant would decrease as would the number of part-time employees.

Example:

	Positions Authorized	Full-time	Full-Time Equiv.	Vacant
Current Registered Nurses	48	40	16 = 8	8
After employment of 4 add'l RN's	48	44	8 = 4	4

Another problem with regard to the personnel section was the lack of standardization of terminology. This was particularly true of the allied health professions but extended into all areas. This might have led to some confusion on the part of the personnel director, which could have caused some inaccuracies in the data.

The Hospital and Health Council would like to express its appreciation to the Region 3 hospital administrators and personnel directors for their assistance and cooperation in making this survey.

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A. ACCREDITATION

Twenty-six hospitals in Region 3 are accredited by the Joint Commission on Accreditation of Hospitals, two are accredited by the American Osteopathic Hospital Association and one hospital is not accredited.

The hospital's date of accreditation ranged from 1966 through 1969. The breakdown is as follows:

	JCAH	AOHA	
1966	3	--	
1967	15	--	
1968	5	1	
1969	1	1	
	24	2	26*

*Two hospitals did not report their date of accreditation.

Twenty-six hospitals received an accreditation for a three year period (one of which was an osteopathic hospital) and two for a one year period (one of which was an osteopathic hospital). The hospital that was not accredited had within the past year requested that a survey be made of its institution.

B. MEDICAL SCHOOL AFFILIATION

In three hospitals in Region 3 the appointments of chiefs of service are subject to the nomination and/or approval of a medical school.* The hospitals under this agreement are:

*It should be noted that since the time of the survey, St. Michael's Medical Center and United Hospitals Medical Center have become affiliated with the New Jersey College of Medicine and Dentistry.

Hospital	Medical School	Service
Martland Hospital Unit	N. J. College of Medicine & Dentistry (NJCMD)	All services
Newark Beth Israel Medical Center	"	Medical, surgical, obstetrics/gynecology
Veterans Hospital, East Orange	"	All services

Eight hospitals have medical students assigned to their hospital for teaching purposes. They are:

Hospital	School Service	No. Students	No. Months
Hospital Center at Orange	NJCMD Medicine	15	2
Martland Hospital Unit	" Medicine	326	48
	" Dentistry	207	48
Mountainside	" Medicine	20	42
Newark Beth Israel Medical Center	" Medicine	19	2
Overlook	" Radiology	2	1
St. Elizabeth	" Obstetrics	6	2
	" Radiology	4	1
	" Pathology	4	1
St. Michael's	" Medicine	80	6
Veterans Admin., Administration	" Internal " Medicine, " Psychiatry, " Neurology, " Surgery, " Orthopedics, " Opthomology, " Oral Surgery	71	9

Six hospitals have medical students who come to their hospital on an elective basis for teaching purposes. They are:

Hospital	Medical School	Service
Hospital Center at Orange	NJCMD and others	Cardiology externship
Mountainside	" "	Medicine, Survery, Pediatrics and Pathology
Newark Beth Israel Medical Center	NJCMD	Services yet to be determined -should begin in the fall and winter of 1969
Overlook	"	Radiology
St. Elizabeth	"	Radiology and Pathology
United	"	Pediatrics

A medical school formally assigns faculty to two hospitals for instruction of house staff and/or attending staff. They are:

Hospital	Medical School	Services
Martland Hospital Unit	NJCMD	All services
Veterans Administration, E. Orange	"	Almost all services

Four hospitals have formal educational affiliation with another hospital. They are:

Hospital	Affiliate Hospital	Arrangement
Hospital Center at Orange	East Orange General	One resident at the second and fourth year levels in general surgery affiliates at East Orange General for a period of 12 months.
	Essex County Hospital Center at Cedar Grove	One resident at the third year level in general surgery affiliates at the Essex County Hospital Center fo a period of 12 months.

Hospital	Affiliate Hospital	Arrangement
Kessler Institute	United Hospitals and Veterans Admin.,E.O.	For training of resident physians in rehabilitation medicine.
Martland Hospital Unit	Newark Beth Israel and Veterans Admin.,E.O.	College-Hospital Affiliation
Veterans Administration, E. Orange	Martland	College-Hospital Affiliation
	Kessler Institute	P.M. and R. Resident Training
	Bronx Municipal Hospital	P. M. and R. Resident Training
	Children's Unit of United Hospitals	Pediatric Survery Residency Training
	Hackensack Hospital	Traumatic Survery Residency Training
	New York Medical College	Neurology Residency Training
	Hospital Center at Orange	Female and Pediatric Training

C. TRAINING PROGRAMS

Thirteen hospitals in Region 3 have internship training programs that are approved by the American Medical Association. They are:

Hospital	No. positions available	No. full-time physicians who completed this program last year	No. currently receiving training
East Orange General	8	6	6
Elizabeth General	14	12	12
Hospital Center at Orange	10	10	4
Martland Hospital Unit	50	38	46
Memorial General	6	6	6
Mountainside	15	7	4

Hospital	No. positions available	No. full-time physicians who completed this program last year	No. currently receiving training
Newark Beth Israel Medical Center	15	12	14
Overlook	14	14	14
St. Barnabas Medical Center	16	9	20
St. Elizabeth	20	20	20
St. Michael's Medical Center	20	13	7
United	27	11	22
*Veterans Administration, E. Orange	35	--	12
Total	250	158	187

*Integrated with Martland

Twelve hospitals in Region 3 have residency programs approved by the American Medical Association and/or the American Dental Association. They are:

Hospital	Specialty	Length of program	No. residents	No. graduates last year	No. students currently
Elizabeth General	Pathology	--	1	--	--
Fair Oaks	Psychiatry	6 mos.	1	--	--
Hospital Center at Orange	General Surgery	4 yrs.	9	6	7
	Orthopedic Surgery	3 yrs.	6	2	5
Martland	Medicine	3 yrs.	70	25	66
	Surgery	4 yrs.	49	14	47
	Pediatrics	3 yrs.	36	6	32
	Obstetrics/ Gynecology	3 yrs.	15	6	11
	Dentistry	3 yrs.	3	--	4
	Pathology	4 yrs.	6	3	6

Hospital	Specialty	Length of program	No. residents	No. Graduates last year	No. Students currently
Mountainside	Internal Medicine	3 years	8	3	8
	Surgery	1 year	3	2	3
	Pathology	4 years	5	1	5
	General Practice	---	4	1	1
Newark Beth Israel Medical Center	Internal Medicine	3 years	10	2	10
	Surgery	4 years	10	2	10
	Obstetrics/ Gynecology	3 years	4	1	4
	Pediatrics	2 years	8	2	8
	Radiology	3 years	4	1	4
	Anesthesiology	2 years	4	1	3
	Pathology	4 years	4	--	2
Overlook	General Practice	2 years	4	2	4
	Pathology	4 years	4	1	4
St. Barnabas Medical Center	Anesthesiology	2 years	2	1	2
	Internal Medicine	3 years	3	1	4
	General Surgery	1 year	4	1	4
	General Surgery	4 years	1	1	4
	Plastic Surgery	3 years	3	1	3
	Obstetrics/ Gynecology	3 years	6	--	1
	Pathology	4 years	4	2	4
St. Elizabeth	Medicine	3 years	10	12	10
	Pathology	2 years	2	1	1
St. Michaels Medical Center	Internal Medicine	3 years	14	14	14
	Pediatrics	2 years	8	8	8
	Surgery	1 year	2	2	3
	Obstetrics/ Gynecology	3 years	6	6	6
	Pathology	4 years	4	4	3
United Hospitals Medical Center	Pediatrics	2 years	8	4	8
	Ophthamology	---	5	4	5
	Otorhinolaryngology	---	6	--	6
	Pathology	---	3	--	--
	General Surgery	---	3	1	1

Hospital	Specialty	Length of program	No. residents	No. Graduates last year	No. Students currently
Veterans Administration East Orange	Psychiatry*	---	4	3	4
	Urology	---	4	3	3
	Ophthamology	---	2	2	2
	Orthopedics	---	2	3	2
	Plastic Surgery	---	2	2	2
	Oral Surgery**	---	2	2	2
	Internal Medicine	---	30	35	30
	Neurology***	---	6	2	2
	Pathology	---	5	1	1
	Physical Medicine & Rehabilitation	---	4	1	1
	General Surgery	---	14	12	12
	Total		437	199	392

* awaiting committee action
** Provisional
*** Probationary

Seven Region 3 hospitals have student RN taining programs. They are:

Hospital	Length of Program	No. of Students	Tuition charges 1st year	2nd year	3rd year
Clara Maass	33 months	102	-------1800-------		
East Orange General	3 years	51	953*	388	255
Elizabeth General	33 months	100	400	240	200
The Hospital Center @ Orange	33 months	80	574	400	315
Martland Hospital Unit	3 years	78	325	300	300
Mountainside	32 months	---	---	---	---
Newark Beth Israel Medical Center**	3 years	11	500	500	500
Total		422			

* $205 deposit required
** Phasing out school 6/70

Ten hospitals have an affiliation requiring the regular training of professional nursing students on at least two clinical services under an agreement with a college or university offering degree(s) in nursing. They are:

Hospital	Name of college and degree	No. of students	Clinical services in which training takes place
Fair Oaks Hospital	Seton Hall University [illegible] Nursing	90 (30 per semester)	Psychiatry
Hospital Center at Orange	Rutgers BS in Nursing	14	Medical-Surgical Orthopedics
Martland Hospital Unit	Rutgers BS in Nursing	18	Pediatrics Obstetrics
Newark Beth Israel Medical Center	Essex County College Associate degree in Nursing Rutgers BS in Nursing	140	Medical-Surgical Pediatrics Obstetrics Operating Room Outpatient Department
Rahway	Middlesex County College- Associate degree in Nursing	51	Pediatrics Medical-Surgical Obstetrics Operating Room
St. Barnabas Medical Center	Rutgers - BS in Nursing Seton Hall - BS in Nursing Rutgers (grad. course in Coronary care)	40	Obstetrics Coronary Care Pediatrics
St. Elizabeth	Seton Hall BS in Nursing	--	---------
St. Mary's	Felician College Associate degree in Nursing	59	Medicine Surgery
St. Michael's Medical Center	Rutgers- BS in Nursing Rutgers- BS in Psychiatric Nursing	70	Medical-Surgical Pediatrics Obstetrics ICU & CCU Operating Room

Hospital	Name of college and degree	No. of Students	Clinical services in which training takes place
Veteran's Administration, East Orange	Fairleigh-Dickinson University-Associate degree* Seton Hall-BS in Nursing Middlesex Community College - Associate degree in Nursing Rutgers - BS in Nursing Hospital Center-diploma	238	Medicine Surgery Psychiatry
	Total	720	

* Will become BS in 1970

Eighteen hospitals conduct paramedical training courses. They are:

Hospital	Course	Affiliation (if any)	Accreditation	No. of students
Alexian Brothers	Inhalation Therapist	---	---	2
	Ward Clerk	---	---	34
Clara Maass	Inhalation Therapist	---	---	3
	Ward Clerk	---	---	6
	X-Ray Technologist	---	---	6
East Orange General	X-Ray Technologist	Marquis School of Radiology	AMA $ ARRT	6
	Medical Record Clerk	---	---	4
	Ward Clerk	---	---	6
	Dietician Intern	Various Colleges	ADA	4
Elizabeth General	Medical Technologist	Fairleigh-Dickinson	ASCP	--
	Ward Clerk	---	---	13
Hospital Center at Orange	Medical Technologist	---	ASCP	4
Kessler Institute	Administrative Residency	University of Florida	ACHA	1
Martland Hospital Unit	Surgical Technicians	---	---	12
	Pharmacy Interns	Rutgers	Rutgers	4
Memorial General	Medical Record Clerk	---	---	4
	Ward Clerk	---	---	6
	X-Ray Technologist	---	---	4
Mountainside	Surgical Technicians	---	---	Varies
	Ward Clerk	---	---	Varies
	Dietician Intern	---	---	2-4
	Medical Technologist	---	ASCP	8
	X-Ray Technologist	---	---	15

Hospital	Course	Affiliation (if any)	Accreditation	No. of students
Newark Beth Israel Medical Center	Medical Technologist	Rutgers	Rutgers	5
	X-Ray Technologist	---	AMA	6
	Ward Clerk	---	---	36
Overlook	X-Ray Technologist	---	AMA & ARRT	20
	Administrative Residency	Cornell	---	1
Rahway	X-Ray Technologist	Middlesex General Hospital	AMA	3
St. Barnabas Medical Center	Inhalation Therapist	---	---	3
	Medical Technologist	Fairleigh-Dickinson	ASCP-AMA	12
	Administrative Residency	---	---	1
	Laboratory Assistant	---	---	--
St. Elizabeth	X-Ray Technologist	---	---	7
	Administrative Residency	---	---	1
St. Mary's	Medical Technologist	Felician College	ASCP-AMA	4
St. Michael's	Operating Room Technician	---	---	12
	Medical Technologist	Fairleigh-Dickinson Univ.	FDU	8
		Central State College	CSC	
		Caldwell College	CC	
United Hospitals	Medical Technologist	Rutgers	Rutgers	2
		Fairleigh-Dickinson	FDU	
	X-Ray Technologist	---	---	11
	Ward Clerk	---	---	Varies
	Surgical Technician	---	---	Varies

Hospital	Course	Affiliation (if any)	Accreditation	No. of students
Veterans Administration, East Orange	Dietician Internship	St. Elizabeth College	---	1
	Administrative Residency	George Washington University	---	1

The total number of individuals trained by the eighteen hospitals by job category are:

Inhalation Therapy	- 13
Ward Clerk	- 71
X-Ray Technologist	- 84
Medical Record Clerk	- 8
Dietician Intern	- 4
Medical Technologist	- 43
Administrative Residency	- 5
Surgical Technician	- 24
Pharmacy Intern	- 4

Three hospitals in Region 3 have a student LPN program.

Hospital	Length of course	Number of students	Tuition charged
Overlook	12	29	$100 for students inside service area $175 for students outside service area
St. Barnabas Medical Center	12	26	$650
St. Vincent's	12	--	---
		55	

Four hospitals have affiliations requiring the regular training of student LPN's under an agreement with a high school, community college or other educational institution.

Hospital	School	No. of students	Clinical Services
Martland Hospital Unit	Essex County Vocational School	30	Medicine Surgery Pediatrics Obstetrics
Newark Beth Israel Medical Center	Essex County Vocational School	40	Medicine Surgery Pediatrics Obstetrics Out-patient Department Operating Room
John E. Runnells	Union County Technical Institute	38	Pharmacology Geriatric Nursing Rehabilitation
St. Michael's Medical Center	Essex County Skills Center	90	Medicine-Surgery Recovery Room Pediatrics Obstetrics Out-patient department Emergency Room Cardiac & Intensive Care Units
	Total	198	

Twenty two Region 3 hospitals conduct inservice training programs, twenty of which have a full-time training director.

Hospital	Name of Program	Number of students
Alexian Brothers	Inservice for RN, LPN, & Ward Clerks	varies
	Inservice for nurses aides	15
Clara Maass	Nurses Aides	40
Children's Specialized	Inservice education for aides, orderlies, etc.	varies
Columbus	Coronary care nursing	23
	Intramuscular injection	20
East Orange General	Nurses aide	12
	Orderlies	4
	Physical therapy assistants	1
Elizabeth General	Nurses aides	12-15
	Junior nurses aides	7
	Refresher program for R.N.	7
	Ongoing monthly program in continuing education	--
Fair Oaks	Orientation to psychiatric nursing	40
	Psychiatric aide orientation	--
	Principles and techniques of psychiatric nursing	--
Hospital Center at Orange	A regular program of in-service education is provided for all nursing service division personnel	--
Kessler Institute	Nurses aides, orderlies and therapy aides	varies
Martland Hospital Unit	Basic course for nursing aides	30-40
Memorial General	Nurses aide	10
Mountainside	Introduction to inhalation therapy	40
	Oxygen therapy	35
	Pulmonary function tests	20
	Resuscitation therapy	25
	Nurses aides	50
	Senior nursing assistant	5

Hospital	Name of program	Number of students
Newark Beth Israel Medical Center	Nurses aide	52
	Orderly	20
Overlook	Aide and attendant program	78
	Floor clerk program	42
Rahway	Nurses aide training program	42
John E. Runnells	Health occupation training program	64
St. Barnabas Medical Center	Nurses aides and orderlies training program	--
St. Michael's Medical Center	Nurses aide refresher course	50
	LPN pharmacology course	50
	Coronary cardial care course	40
	Assistant unit manager course	20
United Hospitals Medical Center	Nurses aides	39
	Orderlies (attendants)	15
Veterans Administration East Orange	Basic course of instruction-nursing aides	68
	Advanced course-nursing aide	38
	Advanced medication training-LPN	25
	RN, LPN orientation program	52
	Short courses to personnel and volunteers on medical asepsis	
	General in-service program for all levels on personnel tour	
West Essex	Nurses aides	10
	Candy stripers	35
West Hudson	Various programs with no set name, programs are determined by need	--

The categorical totals for inservice training programs are:

Nurses aides and orderlies	- 473
Coronary care nursing	- 63
Intramuscular injection	- 20
Physical therapy assistant	- 1
Junior nurses aide	- 7
Refresher program for registered nurses	- 7
Orientation to psychiatric nursing	- 40
Inhalation therapy	- 40
Oxygen therapy	- 35
Pulmonary function tests	- 20
Senior nursing assistants	- 5
Food and clerk program	- 42
Health occupations training program	- 64
LPN - pharmacology	- 75
Nurses aide refresher program	- 50
Advanced course - nursing aides	- 88
RN - LPN orientation course	- 52
Candy stripers	- 35

D. NURSING HOME AFFILIATIONS

In Region 3, twenty-two hospitals have formal (written) agreements with nursing homes providing for the transfer of patients. The following table groups the hospital by the number of affiliations.

Number of Hospitals	Number of Affiliations
4	1
3	2
3	3
5	4
3	5
2	7
1	12
1	22

The mean number of affiliations is 4.6, the median is 4 and the mode is 4.

The following is a list of nursing homes that have affiliation with Region 3 hospitals and the number of hospitals with which they have affiliations:

Columbus - Redwood	- 14
Theresa Grotta	- 9
Cranford Health and Extended Care Facility	- 5
Northfield Manor	- 5
Park Avenue	- 5
Cranford Hall	- 4
Edison Lodge	- 4
Irvington	- 4
Lincoln Park	- 3
Essex County Hospital - Belleville	- 3
Troy Hills	- 3
Elizabeth Manor	- 2
Emory Manor	- 2
Hartwyck West	- 2
Lizmora	- 2
Abbey	- 2
Green Grove	- 2
Heritage Hall	- 2

Birchwood, Van Dyk, New Jersey Hills, Chestnut Hill, Pine Crest, Hill Top, Senator Center, Newark Gardens, Cornell Hall, Daughters of Israel, Glenside, Ashbrook, Royal Oaks, Park View, Community, Branchview, Brunswick Park, Country Manor, Crestview, Golden Crest, Hospitality, Maple Shade, Parkway, Stratford, Summit, Laurelview, Cherry Hill, Saddlebrook, Inglemoor - 1 each.

E. HOSPITAL PERSONNEL

The following is a compilation of hospital personnel for Region 3. It is broken down by profession or job category for all budgeted positions.

CATEGORY	NO. OF POSITIONS AUTHORIZED	NO. OF FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES NUMBER	PART-TIME EMPLOYEES FULL-TIME EQUIVALENT	NO.OF POSITIONS VACANT	% OF BUDGETED POSITIONS VACANT
Physicians	381	298	145	73	10	2.6%
Registered Nurses	3760.7	2722	1311	532.6	502.1	13.4%
Licensed Practical Nurses	1363.8	1076	254	116.3	172.5	12.6%
Nurses aides	1807.3	1388	251	105.5	75.9	4.2%
Medical Technologist (registered)	306.5	247	36	16.5	44.5	14.5%
Medical Technologist (non-registered)	257	220	71	28.9	13	5.1%
Radiology Technologist (registered)	181.5	147	19	8.8	29.7	16.4%
Radiology Technologist (non-registered)	49	45	13	5.7	1	2.0%
Inhalation therapist	100	82	7	3.4	18	18.0%
Cardio-Pulmonary Technologist (registered)	19	15	5	1.5	2	10.5%
Cardio-Pulmonary Technologist (non-registered)	39	31	3	.5	7.5	19.2%
EEG Technologist (registered)	11	10	--	---	1	9.1%
EEG Technologist (non-registered)	18.5	18	2	1	.5	2.7%
Physical Therapist (registered)	69	57	13	5.5	18.8	27.2%
Physical Therapist (non-registered)	13.5	11	3	1.5	1	7.4%
Speech Therapist (registered)	18	12	6	3	3	16.7%
Occupational Therapist (registered)	16	8	1	.5	7.5	46.9%
Radiologist,Patholgist Psychiatrists and other related physicians	136.1	125	16	7.1	4.5	.3%
Dieticians (ADA)	31.5	24	4	2	6	19.0%
Dieticians	53	47	6	3	6.5	12.3%
Chefs-cooks	142.8	129	5	2.3	12	8.4%
Pharmacist (registered)	82.1	73	11	4.9	1.5	1.8%
Social Workers (MSW & MSW,ACSW)	47	34	2	1	12	25.5%
Social Workers (BA) and Case Aides	47.5	41.5	1	.5	6	12.8%

CATEGORY	NO. OF POSITIONS AUTHORIZED	NO. OF FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES NUMBER	PART-TIME EMPLOYEES FULL-TIME EQUIVALENT	NO. OF POSITIONS VACANT	% OF BUDGETED POSITIONS VACANT
Nursing School (Total Staff)*	141.5	119	16	8.5	14	12.8%
Interns	198	185	6	3	10	5.1%
Residents	395	371	48	24	--	----
Medical & Radiological Technologist Instructors	23	15	15	7	1	4.3%
Medical & Radiological Technologist Students (only if paid)	94	77	--	--	17	18.1%
Medical Record Librarian (non-registered)	10.5	9	2	1	1	9.5%
All Clerical and Office Help	2022.7	1790	247	122.7	104	4.6%
All Aides	2904	2648	497	252.8	166.5	5.8%

*excludes clerical and office

Some clarification of the category "aides" is needed. This category ranges from unskilled jobs such as porter or maids to some semi-skilled jobs involving patient care such as physical therapy aides. As the job description and the skills needed would vary from hospital to hospital it would be extremely difficult to make the same sort of comparison and compilations between hospitals as can be done with such job categories as registered nurse or medical technologist. It was for this reason that all aide-type jobs were considered as one job-category. This aide category plus the clerical-office category could give a valuable insight into service areas. This effect is in the economical area. Hospitals through their employment of community residents can have very definite effect on the economy of that community and it is in the area of aides and clerical-office where most community residents are employed.

CONCLUSION

and

PLANS FOR FUTURE ACTION

There is one basic conclusion that can be drawn from this survey. That is, there are definite manpower shortages in the 33 hospitals in Region 3. This study has given an objectification to the manpower shortages about which many people have spoken.

It is hoped that this objectification might lead to future actions that would meet this critical need. Some of these actions might be:

(1) To hold a meeting of the hospital administrators in Region 3 to review the survey and its implications, and to discuss the possible actions that they may take to alleviate this problem;

(2) To hold a meeting of the various educational institutions, high schools, community colleges and/or four year colleges to discuss the health manpower needs and how these institutions can meet this need;

(3) To hold a meeting with the various governmental manpower programs to discuss their role in resolving this need;

(4) To discuss this paper with the New Jersey Health Careers Service to see how the survey can add to the overall plans of Health Careers Service;

(5) To determine as a result of these meetings and/or similar meetings what can be the best plan of action to alleviate this very serious manpower problem.

In conclusion, the Council stands ready to work with any and all groups working in the area of health manpower.